



## POSITION DESCRIPTION

### PEER RESEARCHER – Casual Contract

#### OVERVIEW

<b>PROGRAM</b>	More Than a Landlord
<b>POSITION REPORTS TO</b>	Team Leader, Wellbeing Programs
<b>DIRECT REPORTS</b>	Nil
<b>DATE PREPARED</b>	22 October 2020

#### ORGANISATION CONTEXT

##### About

Aboriginal Housing Victoria (AHV) is an Aboriginal community organisation responsible for managing more than 1,500 rental properties for Aboriginal and/ or Torres Strait Islander people living in Victoria.

Our vision is to ensure that Aboriginal Victorians secure appropriate, affordable housing as a pathway to better lives and stronger communities.

In addition to being the largest Aboriginal Registered Housing Agency in Australia, AHV is the lead agency for Victoria's Aboriginal housing and homelessness policy, **Mana-na worn-tyeen maar-takoort**. As the housing policy lead in the Aboriginal community, AHV has responsibility to work in partnership with the Government to secure the resources and reforms to implement the policy, while we support sector development to empower Victoria's Aboriginal community to determine its chosen housing future.

AHV's housing services are targeted to those most in need of support. Through the provision of secure housing by an Aboriginal landlord, AHV helps strengthen and maintain Aboriginal communities and cultural ties.

##### Values

Aboriginal cultural values underpin AHV's values. Our values provide an ethical framework within which all decisions are made and our services are delivered. Our values guide how we relate to our clients, each other and to the Aboriginal and non-Aboriginal community.

**Respect and support** for Aboriginal identity and culture and for our tenants and stakeholders

**Striving for excellence** through leadership in Aboriginal housing and best practice service delivery

**Integrity, trust and honesty** in all our business activities

**Collaborative relationships** with our community, tenants, government and stakeholders

**Kindness, compassion courtesy and dignity** in our relationships with our clients, our stakeholders and with each other.

AHV is also committed to promoting and protecting the interests and safety of children.

#### PROGRAM INFORMATION

AHV's *Wellbeing Programs* aim to:

- better understand the needs, characteristics and aspirations of Aboriginal people in social housing; and
- strengthen the link between tenancy management and service delivery; and
- actively assist households to improve life outcomes, and achieve their aspirations.

- Key features of the projects include:
- a tenant/household survey and statistical and demographic research;
- Life coaching for household members to assist them to build self-efficacy; and
- delivery of community activities with a focus on health, wellbeing and AOD awareness, including engagement and effective mobilisation of health resources (Aboriginal and mainstream).

#### **PURPOSE OF THE POSITION:**

MTAL peer researchers will initially work to actively recruit AHV's target households to the project. Peer researchers will then assist AHV tenants to undertake the survey. Tenants who are interested will then be referred by peer researchers for life coaching.

#### **KEY RESPONSIBILITIES**

- Recruit AHV tenants to engage with the MTAL project under the direction of the Wellbeing Team Leader
- Assist participants in completing the survey at three time points (baseline, 6 months and 18 months)
- Safeguard the privacy and confidentiality of survey participants
- Engage in outreach approaches to ensure participants find it easy to engage with the MTAL project.
- Meet expectations regarding number of surveys to be completed
- Undertake and audio record an interview (based on questions to be provided) with life coaching participants about their experience of life coaching

#### **QUALIFICATIONS AND LICENSES**

- A current Victorian driver's licence would be helpful but not essential

#### **KEY SELECTION CRITERIA**

##### **COMPETENCIES AND EXPERIENCE**

- Preference to be a tenant of AHV
- Awareness and appreciation of Aboriginal societies and cultures and an understanding of the issues affecting Aboriginal people in contemporary Australia and the diversity of circumstances of Aboriginal people.
- Ability to engage, support and build relationships with individuals
- Demonstrated ability to work collaboratively with colleagues and managers
- Ability to plan and organise work schedule independently and as part of a team
- Demonstrated computer literacy and word-processing skills
- Excellent communication skills, both written and verbal.
- Ability to work as an effective member of a team as well as independently under general supervision

##### **PERSONAL QUALITIES**

- Comfortable discussing issues related to Aboriginal discrimination, child removal and domestic violence
- Be able to adapt to changing situations

- Extensive life experience and empathy for others' experiences
- Establishes and encourages positive relationships
- Aspirational belief in the capacity of each person to achieve

**AHV is seeking to recruit Aboriginal people to this position.**

## **EMPLOYMENT CONDITIONS**

- Terms and conditions of employment are as per the Contract of Employment
- AHV is an equal opportunity workplace
- AHV promotes a smoke free workplace
- A current National Police records check and relevant valid state Working With Children Check are required
- Attend mandatory and other training as required.

## **TRAVEL**

Some local travel will be required with the role. Public transport and/ or mileage costs will be reimbursed at Australian Tax Office rates.

## **TIME COMMITMENT**

Peer Research Assistants will work on a self-employed basis through a contract for services. The expected time commitment is 3 days per week, 5 hours each day or as agreed with the wellbeing team, for 3 periods of 6 weeks, with the potential to extend the time period by a number of weeks in order to complete the survey collection.

## **TRAINING**

The participants will undergo a research skills training program in relation to their role.